

In light of the current public health crisis and the Federal, State and County Emergency Declarations, and in accord with the provisions of Sec. 610.020, RSMo., the Board of Aldermen recognizes that it would be dangerous and impractical, if not impossible, for its meeting to be physically accessible to the public. The Board also recognizes the need for the public's business to be attended to in order to protect the public health, safety and welfare. In order to balance both the need for continuity of government and protection of the health and safety of our residents, business persons and employees, this meeting of the Community Equity Commission will not be open to public attendance in person. The meeting will be accessible by the public in real time ONLY by following the instructions in the box below.

You are invited to a Zoom webinar.

When: October 14, 2021 05:30 PM Central Time (US and Canada)

Topic: Community Equity Commission

Please click the link below to join the webinar:

<https://us02web.zoom.us/j/84731880400>

Or One tap mobile :

US: +19292056099,,84731880400# or +13017158592,,84731880400#

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Webinar ID: 847 3188 0400

International numbers available: <https://us02web.zoom.us/j/84731880400>

**Persons interested in making their views known on any matter on the agenda should send an email with their comments to the Assistant to the City Manager at [amuskopf@claytonmo.gov](mailto:amuskopf@claytonmo.gov). All comments received will be distributed to the entire Commission before the meeting.**

Thank you for your understanding and patience as we all try to get through these difficult and dangerous times.

**Community Equity Commission**  
**October 14, 2021 at 5:30 PM**

Agenda

1. Welcome and Roll Call
2. Approval of August 12, 2021 Minutes
3. Affordable Housing
4. Defining “Welcoming” City
5. Administrative Advisory Subcommittee Update
6. Public Safety Subcommittee Update
7. Discussion Timeline
8. Old Business
  - a. Public Comments from August 12, 2021 Meeting
9. Public Comment
10. Comments from Members
11. Next Meeting: Thursday, November 11 at 5:30 pm
12. Adjourn

The City of Clayton  
**Community Equity Commission**  
**Virtual Zoom Meeting**  
**August 12, 2021 at 5:30 PM**

Minutes

The meeting was called to order at 5:31 pm.

**Roll Call**

Present: Laura Horwitz (Chair), Chris Schmiz, Ben Uchitelle, Yvonne Tisdell, Stuart Berkowitz, Ted Wheeler, JoAnna Schooler (ex officio), and Cameron Poole (ex officio).

Additional: Alderwoman Susan Buse, City Manager David Gipson, and Assistant to the City Manager Andrea Muskopf

**Minutes**

Chris Schmiz moved to approve the July 8, 2021 minutes. Yvonne Tisdell seconded the motion. All were in favor.

**Welcome of New Ex-officio Member**

The Commission welcome Cameron Poole, Director of Equity and Inclusion, for the School District of Clayton.

**Mayor's Commemorative Landscape Task Force**

Mayor's Commemorative Landscape Task Force representative Geoff Ward presented the recommendation to remove the portrait of Ralph Clayton from Council Chambers in City Hall.

Ben Uchitelle moved to support the Task Force's recommendation to relocate the portrait of Ralph Clayton as it advances the Commission's goals to be a more welcoming city. Stuart Berkowitz seconded the motion. All were in favor.

**Administrative Advisory Subcommittee Proposal**

City Manager David Gipson proposed the creation of an Administrative Advisory Subcommittee. The Commission was supportive. Yvonne Tisdell, Ted Wheeler, and Stuart Berkowitz will serve on the Subcommittee.

**Discussion Timeline**

The Commission reviewed the timeline for upcoming discussions.

**Old Business**

**Public Comments from July 8, 2021**

City Manager David Gipson reviewed the public comments from the July 8 Meeting.

**Public Comment**

Kathleen Gund shared that she's very encouraged by the Commission's development of an Administrative Advisory Subcommittee. She inquired about whether the Commission might want to look at opportunities to access to programs at The Center of Clayton for adults who may not

have the financial means. She also asked what steps were or were not taken by the City previously that caused the lost of 110 subsidized units and how can we prevent such a loss in the future.

### **Comments from Members**

Susan Buses provided updates from the Board of Aldermen including:

- Approval of a multi-family housing development at the previous Katie's Pizza location.
- Approval of the Community Equity Commission's recommendation to remove the Neighborhood Watch signs.
- Law Enforcement Subcommittee will postpone conversation on recommendations until they meet with the Municipal Judge.

Chris Schmiz provided an update on Neighborhood Indentures. The Board of Aldermen was supportive of the recommendation. Ben Uchitelle, City staff, and the City Attorney are working together on language and will proceed from there.

### **Next Meeting Date**

The next meeting is scheduled for September 9 at 5:30 pm.

### **Adjourn**

Having no other business, the meeting adjourned at 7:00 pm.

**Clayton Connection  
CEC Communications  
Fall 2021**

**September**

***National Hispanic American Heritage Month*** - September 15 to October 15

During this month we honor the cultures and contributions of both Hispanic and Latino Americans who have positively influenced and enriched our nation and society. To find out more visit <https://hispanicheritagemonth.gov>

***Promoting understanding: definition of diversity and inclusion***

**Diversity** means full participation of all individuals regardless of race, ethnicity, gender orientation, socioeconomic status, orientation, ability, citizenship status, language, religion, geographic location, and national origin among other identities.

**Inclusion** is a culture and environment for diverse individuals to bring their authentic and full selves. Inclusion results when underrepresented people are seen and have full belonging in a community where all people feel welcome.

***Clayton History: Did you know?***

The 'great divorce' between St. Louis City and St. Louis County initially failed with 12,833 voting against vs 12,726 voting in favor. Supporters of the separation then brought charges of fraudulent voting and a court battle ensued that resulted in the tossing of 5,068 ballots. The separation then went through by a margin of 1,253 votes in March of 1977.

***Clayton History: Did you know?***

In May of 1877, the commissioners charged with the selection of a new country seat unanimously decided on a location south of Olive Street Road just west of Carson Road. One week later, having been given "further advice and counsel" they withdrew their decision. In September, 1877, four months and six propositions later, they chose "the third proposition of Ralph Clayton" which included a donation of 100 acres from Ralph Clayton and four acres from Martin Hanley's widow, Cyrene. This choice was approved by voters in December of 1877.

**October**

***National Disability Employment Awareness Month***

Held every October to commemorate the many and varied contributions of people with disabilities in American's workplaces and economy. The focus this year is ensuring that people with disabilities have full access to employment and community involvement during the national recovery from the COVID-19 pandemic.

For more information go to: <https://www.dol.gov/agencies/odep/initiatives/ndeam>

***National Disability Employment Awareness Month:***

### ***Job Site for people with disabilities***

*Inclusively* is a matching site for job seekers with disabilities, mental health conditions and chronic illnesses. Co-founded by St. Louisan Sarah Bernard, *Inclusively* goes beyond a candidate's background, matching their experience, skills and accommodations needed to succeed in the role. For more information go to <https://inclusively.com>

### ***Italian-American Heritage Month***

Did you know that in 2000 President Clinton signed the Wartime Violation of Italian American Civil Liberties Act? This led to an official apology for the civil liberty violations Italian-Americans endured during World War II. For more information on the timeline of Italian-American Heritage go to: <https://nationaltoday.com/italian-american-heritage-month/>

### ***Promoting Understanding: difference between equity and equality***

**Equity** is the condition that would be achieved if one's identity no longer predicted how one fare in life. Equity aims to give people what they need to ensure full, healthy lives whereas **equality** gives everyone the same things. Both aim to promote fairness and justice but equality requires that everyone starts from the same place and needs the same things.

### ***Clayton History: Did you know?***

In May of 1877, on the day commissioners were first hearing proposals for the new county seat, the name of what had been Smith Road was changed to Clayton Road running from the city limits of St. Louis to its junction with Conway Road.

### **November**

*(Thanksgiving week will be skipped due to traditionally low engagement)*

### ***Native American Heritage Month***

We would like to acknowledge that Clayton sits on the traditional land of the Osage. In fact, the entire state of Missouri and northern Arkansas was originally Osage territory. If you would like to learn more about the history of the Osage in our area, view this presentation by \_\_\_\_\_ at the Mayor's Commemorative Landscape Task Force meeting last January.

<https://www.youtube.com/watch?v=-rcF83mJHWE>

### ***Promoting Understanding: definition of racism***

**Racism** is not an intention or a feeling. It is a system that produces predictable results. Racism is different from racial prejudice, hatred or discrimination. Racism involves one group having the power to carry out systemic discrimination through the institutional

policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices.

***Clayton History: Did you know?***

When the department store Famous-Barr (now Macy's) opened the Clayton branch in its iconic building at Forsyth and Jackson Ave. in 1948, it hoped to do \$3 million worth of business annually. Famous-Barr did \$10 million the first year. This started a rush of retail to the area with Stix, Baer & Fuller (now Dillard's) opening the Westroads Shopping Center soon after. Westroads later became the St. Louis Galleria.

### Discussion Timeline

Item	July	August	September	October	November	December	January
Housing/Economic Development	Zoning 101			Policy Levers & Possibilities	Recommendations		
Welcoming City				Defining "Welcoming"	Opportunities	Recommendations	
Community Education and Engagement					Topics	Opportunities	Recommendations
Developing Partnerships with Ex-officio Members					Rotating Member Highlight (Wash U)	Opportunities	Recommendations
Administrative Advisory				Discussion	Opportunities	Recommendations	
Hiring Practices						Discussion	Opportunities
Updates on other polices and procedures							Discussion
Analyzing and Tracking Citizen Survey Data							

Monitor	July	August	September	October	November	December
Satisfaction Data						
Traffic Stop Data						
Suspicious Activity Calls						
Municipal Court Recommendations						